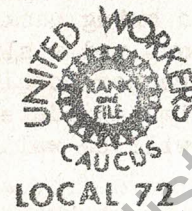


FIGHTING TIMES



PUBLISHED BY THE UNITED WORKERS CAUCUS

P.O. BOX 1571 RACINE, WIS. 53403

Kenosha:

Racine:

652-8707 NIGHTS

633-5178

652-3759 DAYS

LABOR DONATED

OCT. 1981

TOP AMC EXECS LEARN ABOUT FRENCH STYLE UNIONISM

GENERAL STRIKE SWEEPS RENAULT PLANTS IN FRANCE

When AMC Vice President of Manufacturing George Maddox and President Paul Tippet arrived in France two weeks ago you can bet they expected a warm welcome. After all they had rolled out the red carpet the week before for Renaults' newly elected Executive Vice President and Director of AMC Jose Dedeurwaerder. The new executives reception included a 300 guest luncheon banquet with the Band of the Blackwatch playing the French national anthem on 8th Ave. outside the Elks Club, while the Bradford Strings serenaded those dining on the inside.

But in sharp contrast to the serenity in Kenosha they arrived in France to witness labor trouble

that makes anything in Local 72's recent history look as tame as a pussycat.

Renault labor unions launched a General Strike in its suburban Boulogne-Billancourt plant after management locked out 4,000 strikers. The lockout came after weeks of strikes in the plant that employs 13,600 workers. The earlier department wide strikes that had been going on for two weeks before the call for the General Strike had already lost Renault 7,000 R-4 cars. The issues being demanded by the strikers were increased wages, a shorter work week, an improved system of promotion and better working conditions.

QUESTIONS & ANSWERS

U.W.C.'S TRIP TO FRANCE

People in the shop have been asking a number of good questions concerning our proposed trip to France to attend the worldwide

meeting of Renault workers. Here are some of the most typical questions and our answers.

CONTINUED ON PAGE 2

CONTINUED FROM PAGE 1

WHY IS THE U.W.C. GOING TO FRANCE?

Q. Who invited the United Workers Caucus to France?

A. We received our invitation from Roger Sylvain who is the head of the Central Works Committee of Renault-France which is made up of representatives from all unions representing Renault workers in France.

Q. Why does the UWC want to go to this meeting?

A. Many times, meetings between unions from different countries are held in fancy hotels and attended by over-stuffed International Reps. The UWC believes that rank and file workers should make their voices and opinions heard at meetings of this type.

Q. Is the UWC going to France to Party or will Local 72 members find out what happened at the meeting?

A. If we are successful in raising the funds to attend the meeting we pledge to bring back a full written report and a slide show to all interested Local 72 members. The time and dates of the slide show will be well publicized.

Q. Who will be at this meeting?

A. From what we understand there will be representatives of the unions from all Renault plants in France as well as representatives from Renault plants all over the world.

Q. Why is the UWC selling raffle tickets?

A. To be able to send 2 people to the meeting we have to raise at least \$1000 for travel expenses. Even if we reach that goal, the individuals going will still have to pay a part of the cost of the trip out of their own pocket.

-----BLDG. 40 SCAPEGOATED AGAIN-----

Since the launch of the new model on August 17, top AMC management has once again targeted Building 40 to take the blame for every production problem they have suffered. Through their Supervision they have spread the word that if AMC moves production to Canada, it will be the peoples own fault. Unfortunately some representatives in Local 72 have even been repeating this company propaganda.

The fact of the matter is that the majority of production problems have resulted from the companys' own policies in the past 2 months. Take 836 for example, management was so anxious to get the lines running the day Lakefront moved up to Main Plant that they cranked up production with dozens of people on the wrong jobs. In some cases 4 people broke in on the same job when a shift preference move was made because the wrong man was on the job in the first place.

In some cases people got lost in the shuffle and never did make it to the right job---Managements Fault.

Or take 838 on 2nd shift, the float from 837 has been so low the company often sends 2 Spirits in a row or runs back to back powers down the line throughout the night. When the repair hole fills up, the people are blamed instead of the companys' model mix---Managements Fault. More recently so called "Sabotage" to 800 bodies coming out of 838 was supposedly responsible for the first down week. Upon investigation the union discovered the cause of many of the scratches and nicks in the paint were caused by defective fixtures. Once again---Managements Fault.

Excessive absenteeism is another code word for threatening to move production to Canada. Although there have been bad nights and days, 836 is averaging less

CONTINUED ON PAGE 7

**ORDER YOUR
UNITED WORKERS
CAUCUS JACKET
\$32**

MAKE CHECK PAYABLE TO
UNITED WORKERS CAUCUS
P.O. BOX 1571
RACINE, WI. 53403 2





RACISM - SOUTH AFRICAN STYLE - COMES TO RACINE

On September 19, 1981, the same day that almost $\frac{1}{2}$ million people marched in Solidarity Day in Washington D.C. to protest injustice---The Springboks Rugby team representing the racist government of South Africa, made their U.S. debut in Racine. Because of the tens of thousands of people who violently protest their visit to New Zealand, the Springboks were forced to go underground to even get to this country. Meeting at the Howard Johnsons' at I-94 and Hwy. 50 in the early morning hours of September 19, the team managers sent news reporters on a wild goose chase toward Lake Geneva, while the team headed for Roosevelt Park in the middle of Racine's Black community.

In an attempt to let the outrage of the people be heard, a number of protesters walked onto the field and were promptly arrested by Racine Police who were protecting the Rugby players.

One of the many voices of protest that followed the game was that of Racine/Kenosha UAW CAP Council Chairman Mike Corona. At the Racine Park & Recreation Committee meeting he denounced racial discrimination in South Africa. As a Park Commissioner, Corona proposed that the local Rugby club who hosted the South Africans without any permission be banned from city facilities.

He also proposed that the Council send a letter demanding an apology from the Government of South Africa with copies going to Reagan and Dreyfus.

A few days later a mass meeting called by the Racine NAACP was attended by 300 angry residents protesting the incident and the two unwarranted arrests of protesters. Members of the United Workers Caucus attended the meeting and spoke out on the floor calling on union people to join the protest.

Although the rugby match is an isolated incident, there are very real connections between AMC and South Africa that can have a bearing on the future of AMC workers in Kenosha.

THE AMC - SOUTH AFRICAN CONNECTION

THE AMC--SOUTH AFRICA CONNECTION

American Motors has 2 plants currently operating in racist, apartheid South Africa. Black workers at the Jeep plant there are paid about 53¢ an hour, and unionization is illegal. Now that AMC is part of Renault, the South African connection is growing even stronger. It is rumored that not only will the X-42 be produced in Kenosha and France, but also in racist South Africa as well. With AMC working Blacks in South Africa for slave wages, the threat to job security in Wisconsin will remain a threat.

WHAT IS SOUTH AFRICAN APARTHEID?



- **20 million Blacks who make up 80% of the population are restricted to reservations that make up only 13% of the land in the country.
- **A few million whites occupy the other 87% of the country.
- **Black auto workers make well under \$1 an hour.
- **Black auto workers can not join unions
- **It is illegal for Black workers to strike.
- **It is illegal for Blacks to join political parties
- **The cities and all facilities such as restaurants, buses and hotels are divided into separate and unequal white only areas.

GERMAN STYLE SAVE OUR JOBS

After what the Wall Street Journal called "a storm of protest...by union, government and church leaders;" people have at least stalled plans for Volkswagon closing the doors on its Frankfurt, Germany plant. The closing would have resulted in the loss of 2800 jobs. Volkswagon was also forced to offer jobs in neighboring facilities to any workers displaced there in the future.

At the same time Volkswagon was negotiating a deal with Nissan of Japan to build 60,000 of VW's new Santana cars per year in Japan. The deal with Nissan also allows for expansion to 120,000 VW cars to be built in Japan annually before 1987.

Kenosha is only one of several communities in the world being threatened with job loss as corporations are transformed into multinationals. International cooperation among unions is necessary to win job security for all workers before allowing the corporations to expand elsewhere.

AMC DEALERS-- FREE TRIPS/POOR SERVICE

While the '82 model launch meant the same boring assembly line jobs for most production workers and the unwanted move up to the Big House for Lakefront people, 700 AMC dealers were treated to a luxury ocean cruise off the Florida coast.

Both Chairman Gerald Meyers and Pres. Paul Tippet were scheduled to join the dealers and their wives aboard the M.S. Skyward that departed Miami's Port Everglades on route to Nassau & the Bahamas.

These are some of the same dealers who were ranked dead last in a nationwide survey of customer satisfaction. According to results of the survey reported in the Chicago Tribune on 10/11/81 AMC owners were the least satisfied with dealer service of any group of domestic or import owners.

WHAT WOULD JAPANESE MANAGEMENT MEAN FOR U.S. BOSSES

With all the enthusiasm lately on the part of U.S. corporations for Japanese management techniques, Fighting Times did some research on the subject. One of the primary aspects of the Japanese model is to "play down status distinctions between labor and management and to treat workers as members of a team." (Wall Street Journal, 10/2/81). The following are some of the changes in "status distinctions" that U.S. bosses would be subject to.

***Everybody has to eat in the same cafeteria. No more foremen eating in their offices, at the Foxes Den tavern or in special salaried cafeterias in the Main Office.

***None of the spaces in the parking lot are set aside for management. In other words, no more reserved parking spaces

for foremen's cars. Also no parking inside the gates for the big bosses with company paid for cars.

***Minimize salary distinctions.

Japanese management does not make sky high salaries. Everybody from George Maddox on down to the line foreman would have to take drastic pay cuts.

***Everybody vacations together.

In order to promote the corporate family concept, Japanese firms "strongly encourage" supervisors, executives, and workers (or team players as they call us) to take group vacations together.

George Maddox has so far been unavailable for comment as to where he's planning for all of us to spend our Christmass vacation with him and his family.

POOR WORKMANSHIP BY SUPERVISION-WHERE'S MY MONEY?

There have recently been a lot of problems with people getting paid properly in Building 40. The company has been screwing up everything from paying casual days, accumulated hours for work at a higher code to just getting people their checks on the day they are supposed to.

The Supervisors usually give the tired old excuse that it is the timekeepers' fault. But in most cases it turns out to be the Supervisor who didn't fill out the proper forms or turn in right paperwork. Some-

times they do not even carry the right people on their crew sheet.

The people are constantly being threatened that it is our fault that we don't have good quality while AMC's own foremen can't even do quality work with a pencil and paper. They are the first ones to cry or threaten to write us up if we miss a screw on an overloaded job, but when they make a mistake with our money, nothing is said to them by their bosses. Maybe AMC should send all the bosses back to school to learn how to fill out forms correctly.

ROBOT GUILTY OF SEXUAL HARASSMENT

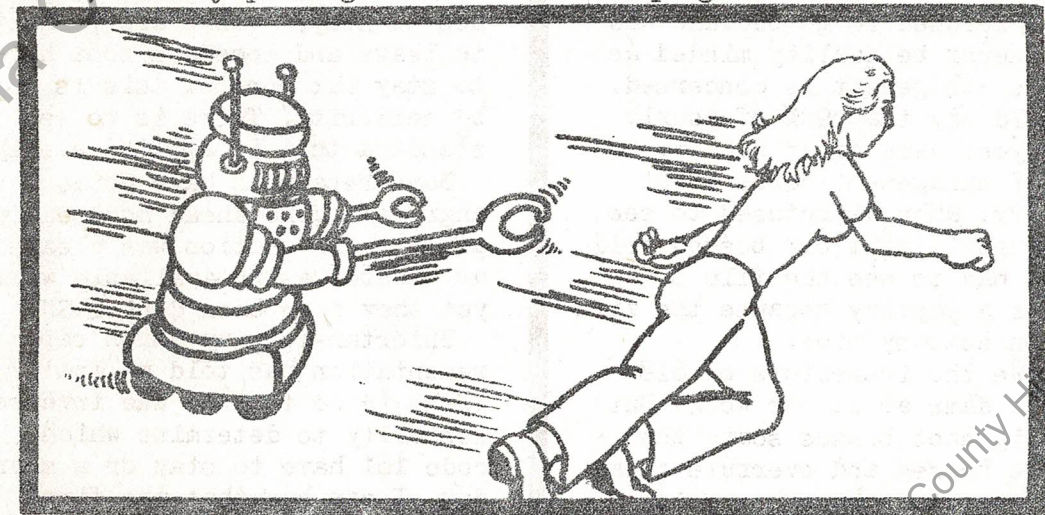
Much has been written lately regarding the effect of robots on wholesale job loss in the auto plants. But until now little was known about their social attitudes and sexual preferences.

A recent article in the UAW magazine Solidarity reported that a robot at an industrial exhibition in England "suddenly went berserk and started chasing a woman...it lost control...smashed a new typewriter, then chased the managing directors' secretary around the exhibit, finally pinning her a-

gainst a wall."

"I was testing his batteries and giving him a trial run when suddenly he went berserk," said Jennie Seff, the secretary. "He seemed to have a mind of his own and would not respond to the controls. I lunged at his legs where the main switch is hidden, but he swung around and chased me across the office."

It was the first known case of sexual harassment by a robot. Of course it can be said that the robots' attitude only reflected that of the management that programmed it.



BLDG. 40 CONT.

absenteeism per night than when the 2nd shift was on last year.

The company has a hundred more complaints like too many shift preferences, too many manpower moves, or lack of union cooperation in scheduling overtime. (tell that to the repairmen and truckers who have been working overtime daily since August 17.) All of this together is supposed

to justify AMC laying off people in Kenosha while new hires work in Canada and 2,000 are still laid off here.

It is rumored that some people in top management are divided about whether to cut back in Kenosha. Apparently for some people it is a lot easier to make Bldg. 40 a scapegoat than it is to clear up the problems that management has brought on themselves.

LETTERS FROM DEPT'S 818 & 827

The following are some excerpts from a letter we received dated September 19, 1981. We are not printing the entire letter because we feel it is not ethical for us to print anything that specifically attacks an AMC product. But we feel that the article is important and we hope that what we print will convey the message of the writer.

DEAR FIGHTING TIMES,

I would like to talk about quality, AMC quality. A few months back we had to go see a film on Japanese quality and quite a few of us refused to go because AMC will never be quality minded as far as management is concerned. I would say that 90% of hourly employees care about quality and 10% of management cares about quality. When we refused to see the quality film our bosses told us we had to see the film or suffer a penalty because the film was on company time.

...We the inspectors of 818 give a damn about our work. But the big shot bosses scare the little bosses and overrule them. The inspectors have no choice and we have to stick junk on the buying public...I say and most of us say, lets get rid of these junk buying bosses and bring quality back to AMC.

One Who Cares

DEAR ONE WHO CARES,

We are sorry we could not print your entire letter for the reason stated above. Thank you for writing and thank you for your devotion.

DEAR FIGHTING TIMES,

I am writing this letter for myself as a repairman and all the code 161 people in Dept. 827. Due to the many short days in the past weeks, code 161 has been subjected to unfair SUB denials and numerous threats of discipline.

The problem is that when the rest of the line is sent home early, as they often are due to lack of bodies, there is no system for determining which code 161 people are to stay. Some foremen order their repairmen to stay, others are permitted to leave and some days none have to stay but none of this is done by seniority. There is no set standard that is applied evenly.

Some repairmen have gotten angry and gone ahead home early after their section was cleaned up. There was no available work, yet they have been denied SUB.

Unfortunately my union representation has told me that there is no time to use inverse seniority to determine which code 161 have to stay on a short day. I can buy that the first time and maybe the second time, but not week after week.

There should be some system-- first volunteers and then low seniority as the contract says. That is the only fair way to do it.

827 Repairman

SEND LETTERS TO:
P.O. BOX 1571
RACINE, WI. 53403